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TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1994 #135

Where's the Fat?

Facts Provide the Answer

The just-released study of the salaries and expenses of Teamster officials goes a long way to settle a debate raging within the union right now about the union's finances. The debate

is between the old guard officials who ran the International before the 1991 election, and the new Teamster leadership. The issue in debate is where is the fat in the Teamster budget?

The facts are in. The salary and expense study includes all Teamster officials, and all levels of our union. It includes Carey's advisors and Carey's critics; TDU members and TDU haters; it's a nonpartisan report.

Old guard in power. In 1991, the last year the old guard ran the International, the "\$100,000 Club" included 89 persons who received a salary from the International. The International union paid \$7 million in salaries to these high flyers.

That's 89 officials, at \$7 million.

New leadership. In 1993, the \$100,000 Club included 31 persons who received a salary from the International. The International union paid them \$2.7 million in salaries.

That's 31 officials, at \$2.7 million.

The fat has been cut at the International. Not all of it, but it is down to a small percentage of the waste within our union. To continue this progress, to continue to change the priorities of our union, will take action by the rank and file, in local elections and in delegate elections.

If you want to help cut the fat and build the muscle in our union, use the form at left to join TDU.

Teamsters Union in Transition

continued from page 1
some other IBT staff and organizers were on the fat cat list two years ago. They have been replaced—some went to work for management—by staff who make lower salaries.
Carey has eliminated most—although not all—multiple salaries from his staff. Two years ago, 20 international ranks were receiving multiple salaries. Carey eliminated that practice, putting people to work full-time for the union. Some multiple salaries remain for heads of IBT trade divisions.
Trustee charges imposed due to corruption charges by Carey, the Ethical Practices Committee or the Independent Review Board have removed a number of fat cats from the list, and more who are on this 1993 list have since been removed. In fact, 28 people on this list have already been removed from office in 1993 due to losing elections, termination by the IBT, charges against them, or abolishing the positions. At least five others have died.

Name	City	Salary	Comp	WCT
Mike Riley	Ill.	\$297,768	\$331,863	CCT, Ill.
Bill Hogan	Ill.	239,997	268,000	
Robert T. Simpson	Ill.	230,265	253,799	
William Joyce	Ill.	220,243	223,676	
Joe Campbell	Ill.	200,537	207,721	
Sever	Ill.	229,000	229,000	
Spranzo	Ill.	199,000	199,000	
Frank W.	Ill.	172,188	177,363	
Ron Carey	Ill.	172,188	177,363	
Edward Doyle	Ill.	172,188	177,363	
Joseph Pecora Jr.	Ill.	172,188	177,363	
Jack Cost	Ill.	172,188	177,363	
Thomas Skosloff	Ill.	172,188	177,363	
Thomas R. O'Donnell	Ill.	172,188	177,363	
Louise LeClerc	Ill.	172,188	177,363	
Anthony Locke	Ill.	172,188	177,363	
James Hogan	Ill.	172,188	177,363	
Bernard Doyle	Ill.	172,188	177,363	
Leo T. Reed	Ill.	172,188	177,363	
Jack Yagis	Ill.	172,188	177,363	
Lon Fields	Ill.	172,188	177,363	
Joseph Par	Ill.	172,188	177,363	
Anthony J.	Ill.	172,188	177,363	
Dorothy D.	Ill.	172,188	177,363	
Twila Ch	Ill.	172,188	177,363	
Leo Sing	Ill.	172,188	177,363	
Dorothy E	Ill.	172,188	177,363	

Be Part of the Solution

Want to see reform continue in our union? Want to be part of the process? Then join the organization of Teamster members who can make a difference!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

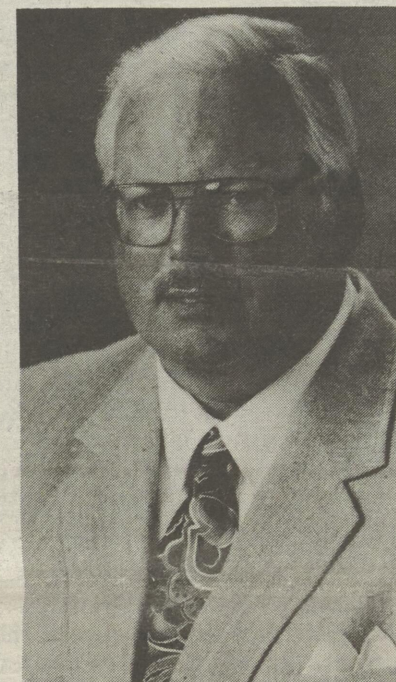
☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.



I'll Be There

Stephen Mayer
Local 525, Jefferson Smurfit Co.
Alton, Ill.

In 1991 and 1992 I attended the TDU Conventions in St. Louis. The time I spent attending the workshops has proven to be invaluable, in that I have been able to use what I learned daily.

This convention shouldn't be missed for there will be useful information on election of delegates for the IBT Convention in 1996. This will be most important if we are to continue the reform of our great union.

Also you will experience the true meaning of brother and sisterhood, and see democratic union principles in action.

You won't regret going. I didn't. See you in St. Charles, Ill., in October.

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

Strike, They're Out

David Finkel

The numbers don't completely lie: With their minimum salary in six figures, and a few elite stars making upwards of \$6 million per season, major league baseball players are not exactly on the lower rung of the emerging two-tier U.S. labor market.

In fact, whoever invented the term "aristocracy of labor," sometime back in the nineteenth century (no, we don't think it was Abner Doubleday), would surely be flabbergasted by the prospect of the 1994 baseball players' strike and the issues at stake.

Numbers can lie if poorly used, however, as shown by some statistical mythologies surrounding this dispute. The most flagrant of these is that "the average player is making \$1.2 million a year."

There is no "average" player, but the typical major leaguer actually makes about a third of that—the median salary (half make more, half less) being \$410,000. Four hundred grand, needless to say, is still nice money, but the difference between the average and median salaries leads to some interesting further statistical investigation.

The average salary of \$1.2 million is brought about by the minority of multimillion dollar players' contracts. Those high-end salaries, paid to free agents or veteran players with the most negotiating leverage, are guaranteed—which means they're paid even if the players are released, and are fixed during the life of that player's contract.

According to figures supplied by the Major League Baseball Players Association, only around 300 out of a total of 816 active-roster and disabled-list major league players (37%) had guaranteed contracts last year. But their pay amounted to about 70% of

the owners' total salary bill.

Cut in Half

The owners' chief bargainer Richard Ravitch says that the owners' salary cap proposal would reduce the salary burden from the present 58% of gross revenues to 50%. If that system were instituted today, a little arithmetic will show—given that guaranteed contracts cannot be reduced—that the average salary of players without the guaranteed contracts would have to be cut in half.

This would mean that, as is happening today in the National Football League with its salary cap collective bargaining agreement, skilled veteran players without guaranteed contracts would be cut altogether (like Giants quarterback Phil Simms)—to be replaced by minimum-salary rookies. Or they would be forced to accept big salary cuts unrelated to their own performance.

These numbers may help illustrate why the players are going into the strike tough and united, even though the salary gap between the highest and lowest paid has reached an incredible ratio of 50 to 1.

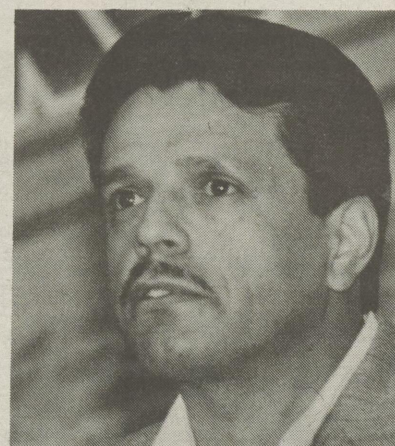
Unlike the football owners, baseball operators are less likely to turn to a minor-league replacement worker strategy, though the union says it's not totally impossible.

The union membership and bargaining unit include not only the 25-player active major league roster, but the larger 40-player roster that includes each team's top minor league players (although the union collects dues only from the 25 active major leaguers). It's these top minor leaguers—tomorrow's major league rookies—who are most directly affected by whether the

owners succeed in imposing the salary cap.

Unlike most striking workers, the major league baseball players obviously don't need any solidarity fundraising collections. They could use some moral support, though, for those readers who may want to call in to your local all-sportstalk radio station. And while you're at it, send a sympathy card to the fans in Cleveland.

Reprinted from Labor Notes.



I'll Be There

Lucio Reyes

Local 601 Secretary-Treasurer
Stockton, Calif.

I attended last years TDU Rank & File Convention. I particularly enjoyed meeting all my old friends from around the Teamsters union. IBT officers, local union officers and rank and file members alike demonstrated a tremendous degree of solidarity with our struggle at Diamond Walnut, both at the convention and since. The TDU convention is the place to share your struggles and your victories as well as the place to educate yourself for the struggles that lie before us in the future. Make your plans now to attend this convention. Don't miss this opportunity. I look forward to seeing you there.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savvoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Debra McBride, Charlotte, N.C., Local 71
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Chuck Crawley, Houston Local 988
Patricia Franks, Allentown, Pa., Local 773
Gillian Furst, Minneapolis Local 1145
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896

Alternates:

Don Riccio, Reading, Pa., Local 429
James Jacob, New Bedford, Mass., Local 251
Mike Hadden, St. Louis Local 604

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1993 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

- ☐ \$3 for 10 ☐ \$5 for 20
☐ \$8 for 50 ☐ \$12 for 100

Call or write TDU today to order your bundle.

TDU, P.O. Box 10128,
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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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UNITED PARCEL SERVICE

Article 18

Your Right to Safety at UPS

Dan Campbell
Local 344, National UPS
Safety & Health Committee Secretary
Milwaukee

Do you have a problem with that old package car UPS should have sent to the bone yard years ago? Is there a

place or two on the belts or slides where packages continually jam and fall off? What about that shaky loading platform, or the sharp edges on the box line? Is the floor too slick or the bathroom too cold? Everything from a loose cord on a floor buffer to a broken

seat in a feeder tractor is now covered in Article 18.

The enforcement mechanisms for dealing with all safety problems, including ergonomics, hazardous materials and climatic conditions are greatly expanded in Article 18. They are found in Article 18, sections 20 and 21. Any issues involving equipment or vehicle safety as well as employee safety and health may now be the basis for a grievance or complaint if you don't get satisfaction at the shop level. It is strongly recommended that you press your issues as a group rather than as an individual. You know the old expression — strength in numbers.

It Works Like This

There are four committees set up to handle your various problems or concerns. Let me say clearly, however, that before you go to any of these committees you should always try to resolve matters on the shop floor with the help of your fellow members, steward and BA. But, when that fails or gets bogged down, you now have a place to go. Here is a short description of what you can do and how your concerns come to be considered by the various national committees.

National UPS/IBT Safety and Health Committee:

Article 18, Section 20.1

This committee meets at least quarterly to consider safety and health issues brought by members, stewards, BAs, local unions, etc. Negotiations on issues such as over-70 pound package handling and alcohol testing are conducted within this committee. The committee "may also consider any subject pertaining to the safety and health of the employees covered by this Agreement which it deems significant." If you have a serious matter that cannot be adjusted locally, your local, steward or you may send your concern to the committee care of the Parcel and Small Package Division of the IBT. It is best to send the facts of your concern with a petition from a group of supporting members. If you have a grievable matter, a group grievance is always best.

National UPS/IBT Safety and Health Grievance Committee:

Article 18, Section 20.2

The charge of this committee is: "All interpretations and grievances, of a factual nature, arising under but not limited to articles 18 and 35 of the National Master UPS Agreement shall be heard by the Committee, pursuant to Article 18 ... and the rules of the National Grievance Committee." You should review Article 18 of the master contract to understand the details of how this works. But simply put, when you file a grievance on a safety or health concern, it will wind up in this committee if it cannot be resolved at a

lower level. If, however, your grievance involves the interpretation of article 18 or 35, it may go directly to this committee as set forth in Article 8. Your BA should be able to brief you on this procedure and when and how it would be best applied. Always try to work with your BA, but if you don't get satisfaction at the local level, the Parcel and Small Package Office at the IBT or the National IBT Safety Committee is there to help.

Climatic Conditions Committee:

Article 18, Section 20.3

This committee has a simple but far-reaching mandate. It is "formulated to review severe climatic conditions that may seriously affect employees in different geographic areas." For example, you are on the reload in Frost Bite Falls, Minn. For years you have asked for pads to be put on the feeder door so the wind and snow won't freeze you out. Once you have made a reasonable effort to get the matter resolved at the local level, you now have a place to go. You, your steward or BA may send your concern to the Parcel and Small Package Office. As always, a petition is better than an individual complaint.

Occupational Safety and Health Subcommittee:

Article 18, Section 21

This committee has three basic areas of concern dealing mainly with hazardous materials: training course content, material and frequency; equipment needed; and other related issues deemed appropriate by the committee.

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UPS & Downs

Virginia UPS Backs Off, a Little.

Last month *Convoy Dispatch* reported that UPS in Virginia had taken it upon themselves to discontinue health and welfare and pension contributions on employees' earned vacations despite the fact that UPS had been making contributions to the fund since 1964 and the contract language requiring payments had not changed.

The grievance has now been deadlocked to arbitration. In the meantime all affected UPS locals in the state of Virginia requested strike sanction from the International, and Small Package Director Mario Perrucci promised the locals expeditious processing. Faced with the prospect of a strike, UPS backed down and resumed payments of the premiums pending the result of the arbitration proceedings.

Meanwhile, on the West Coast ...

Trustees of the Western Conference of Teamsters Pension Trust ordered an audit of UPS payments into the plan for 10 Northern California locals for the period of May 1, 1989 through Dec. 31, 1991. They found underpayments in pension contributions by UPS of \$116,731 and interest payments due of \$33,695 for a total of over \$150,000. UPS has been notified in a letter sent on July 29.

The locals involved are: Oakland locals 70 and 78, Bakersfield Local 87, Visalia Local 94, Martinez Local 315, Modesto Local 386, Fresno Local 431, Vallejo Local 490, San Francisco Local 856 and Salinas Local 890. The lesson here is that UPS is not to be trusted when it comes to making their contractually obligated benefit payments.

Darrow Out.

Dan Darrow has been ousted as chairman of the Central States Joint Area Committee. Darrow, as you may remember, co-authored along with Ohio Conference head Les Singer, a late night TITAN to all Ohio UPS locals urging them to scab on the Teamsters Feb. 7 national health and safety walkout at UPS.

The abolition of the four U.S. Area Conferences has further clarified General President Ron Carey's authority over grievance panel appointments. Keep up the good work.

Pony Express Drivers Strike.

Drivers at Pony Express are standing up to the company. More than 3,800 Pony Express drivers at 58 locations across the country have voted to join the Teamsters. Yet the company refuses to bargain in good faith with our union and has resorted to threats, intimidation and violence to thwart their employees struggle for a decent contract.

A strike by workers in Pittsburgh has spread across the country. Drivers there went on strike on July 24 and have since been joined by couriers in Charleston, W.Va., Louisville and Lexington, Ky., Atlanta, St. Louis and Kansas City, Mo., Salem, Ore., and Chicago. More than 1,000 drivers have walked off the job.

Drivers struggle to support their families on their meager wages. The average wage of a Pony Express driver is \$5.29 an hour, with some being paid as little as \$4.25 an hour — the federal minimum wage. In most areas they get no vacation, no sick days, and few or no holidays. Workers have to bear much of the cost of health insurance, when it is available at all.

The National Labor Relations Board has issued a nationwide complaint including over 120 specific charges of labor law violations against Pony Express. These charges are currently the subject of hearings across the country.

Talk with these new Teamster members at Pony Express, and find their picket line if the strike is on in your town. We need to show new union members who take on a tough fight what Teamster solidarity is all about.



I'll Be There

Laura Davis
Local 164, UPS Package Driver
Jackson, Mich.

Being an active TDU member and attending the convention has enabled me to portray a much stronger union presence and an in-your-face attitude toward the never ending atrocities of working for UPS. See you at the convention!

FREIGHT, CARHAUL NEWS

Big 3 to Make Big Changes

Carriers Move to Intermodal and Sleepers

Roadway, Consolidated Freightways and Yellow are all set to make major changes in their road operations. The moves are to rail more freight to and from the West Coast, and use sleeper

operations to a greater extent, especially in the West and Southwest.

1,652 Drivers Involved

The moves are set to be reviewed at a change of operations hearing in late August in St. Louis. Some 1,652 drivers are slated to be redomiciled in the three changes. This large size, and because it tests the new language in the NMFA Article 29, make it perhaps the most important such change ever.

It also means there is a lot of apprehension among drivers because of the disruptions caused by the moves and because of uncertainty about the operations being set up.

Roadway's proposed change involves moving 709 drivers, Yellow's involves 437, and CF's involves 506. Each of the proposed changes is totally balanced; that is, the companies are willing to move every displaced driver. This is very unusual in changes of

operations, which normally involve a smaller number of gains than losses.

The reason for this balance may reflect the carriers' optimism that realigning their operations will enable them to expand operations and gain new accounts.

Each of these changes involves both an "intermodal change," covered by the new language, and a change to sleeper operations, which is covered under the already-existing language.

Under the new language of Article 29, there can be at most two intermodal changes of operations, involving at most a total of 10 percent of the carrier's total road board, during the life of the contract. Therefore these changes should pretty much set the alignment for all three companies for years to come.

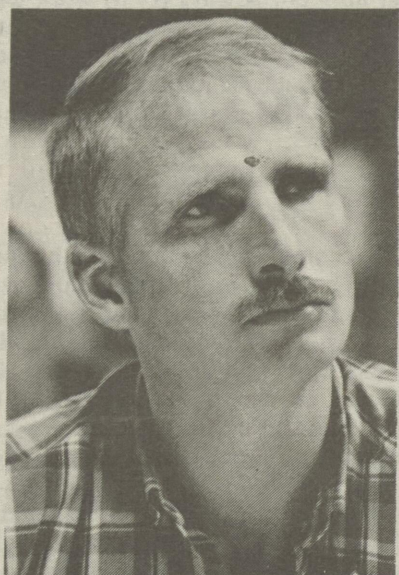
New Protections

Article 29 now also requires that any driver displaced due to an intermodal change must be offered work, and there is also language to guarantee that no one at the gaining board will be permanently laid off after such a change. There is also new language requiring no reduction of the road board at the rail interchange points, such as Dallas, Memphis, St. Louis, and Chicago. A third protection calls for maintenance of income for bid and extra board drivers at the domiciles on lanes which will have rail traffic through them.

This protective language was in exchange for allowing the expansion of rail operations, with a maximum of 28 percent of line haul mileage.

This new job-protection language is untested, and may be subject to serious

dispute about its meaning. The union needs to press for the strongest interpretation to make the protections meaningful.



Matt Studd
Local 327, Allied Systems
Nashville

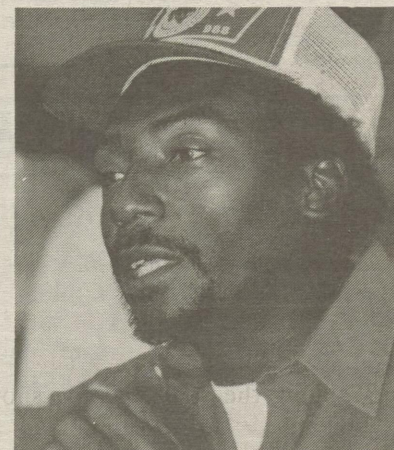
If you believe our union is in need of reform, our contracts need better enforcement, and that the members should control our union, I would like to invite you to the TDU Convention.

There are those who talk about what must be done, and those who step forward and get the job done. Come and meet many of the Teamsters who can and will get the job done. I challenge you to be part of the solution. See you there!

Smyrna, Tenn., CCI Update

Last month we reported to you about a vote at the Smyrna, Tenn., CCI terminal on a "blanket" half-rate agreement in violation of Article 22. The final vote was 17 to 16 in favor. Local 327 has been instructed to notify CCI that this agreement is null and void. This request has been complied with.

It seems that our International union has come through when we needed them. A similar deal is in the works in Arlington and Houston, Texas. CCI drivers in Arlington anticipate voting on this blanket half-rate soon. Quick action to block this vote by the IBT is needed here as well.



I'll Be There
Abel Mosley
Local 988, Roadway
Houston

I am now a veteran of many TDU Conventions. Each one I attend seems to be more important than the last. Change is happening so fast in the Teamsters that it would be easy to be left behind. Thanks to Convoy Dispatch and the annual conventions that won't happen. Freight Teamsters need to attend this years convention in Chicago. Organizing in freight, contract enforcement, and educational workshops are only some of the reasons. Keeping up with the reform movement and finishing the job by reelecting Ron Carey in '96 is another! Come learn how.

Car haulers To Meet at TDU Convention

With the carhaul contract due to expire May 21, 1995 (less than nine months away) it is critical that car haulers attend the TDU Convention Oct. 28-30 in Chicago. Carhaul negotiations during the last contract got off to a bad start with many members getting short notice of their local union proposal meetings. At that time Ernie Tusino was the carhaul chairman; he was later terminated by Ron Carey. Ron Owens is now the carhaul chair. Proposal meetings could be as soon as this fall.

Contract Time

At the TDU Convention the Carhaulers Coordinating Committee will be meeting to discuss the many problems that carhaulers face and possible solutions. Gearing up for this contract and providing bulletins and information for members cannot be done without the support of rank and file carhaulers. Your participation and input is needed.

In the last contract the International used a corporate campaign against Ryder to achieve some gains without a

strike. This time we can expect the heat to be turned up by both sides in bargaining.

The most important ingredient in any successful campaign is the solidarity of the rank and file. Nobody knows how to do this better than TDU. Nobody has done it longer. The last contract was a good start.

If you want to finish the job attend the TDU Convention and learn how. See the back page to register, or call TDU for more information.

Carhaul Contract Expires May 21, 1995

That's less than nine months!

**PREPARE NOW:
ATTEND YOUR LOCAL
UNION MEETINGS**

**Coming Soon!
Carhaul Contract
Survey**

Freightlines

Yellow Freight Clericals and Janitors Organize in Ohio.

Clerical workers and janitors at Yellow Freight's Richfield, Ohio, facility represented by Cleveland Local 407 have chosen to become Teamsters. Clerical workers voted 18 to 12 and janitors voted three to one in favor of Teamster representation in an NLRB-conducted certification election. The primary issues the workers organized around were fair treatment and favoritism. The local is currently getting a bargaining committee together and holding meetings to develop their bargaining agenda. Face-to-face bargaining with the company is slated to begin in late October. Already the newly organized workers have received inquiries from clerical workers in at least one other Yellow Freight location.

Grievance Panel Reform.

Grievance panel reform has started to move forward since the conferences have been abolished. In the West, personnel changes have been made throughout the various subcommittees at the Joint Western Area Committee. Officials who sided with the carriers in the recent freight strike are absent, and new officers are in place on the main committee, the over-the-road committee, the pick-up and delivery and committee, change of operations, and others.

In the Central Conference, Frank Busalacchi of Milwaukee Local 200 has been appointed as the chair, in the wake of the conference's demise. Let's hope that better decisions and procedures are the fruit of the changes being made.

INSIDE OUR UNION

\$100,000 Club

Teamsters Union in Transition

A thorough study of the salaries and expenses of Teamster officials shows that 178 Teamster officials made \$100,000 or more in total compensation last year, and more than \$85,000 in salary alone.

The study also clearly shows that the Teamsters union is in the midst of a transition. While reform measures at the top by elected officers have cut excess and multiple salaries, old guard Teamster officials are attempting to find other means to fill those salaries back in. And one candidate for IBT president has announced that restoring multiple salaries is part of his platform.

At the same time, growing developments among the rank and file show that major reforms can come from below. Crucial local elections and reform movements have recently knocked several high-flying officials

off the list.

The study was done by the Teamster Rank & File Education and Legal Defense Foundation (TRF), based on figures compiled from hundreds of forms filed with the U.S. Labor Department and the I.R.S. The figures cover 1993, and thus reflect the situation in place last year in our union.

The report is non-partisan, covering all Teamster officers regardless of their orientation within Teamster politics. Some on the list are hard-working, elected officers; others inherited their positions from their family. TRF has been compiling such reports for a number of years, to inform the Teamster membership.

The bottom line: the total amount paid to officials in the "\$100,000 Club" has gone down considerably in the past two years. The total in salaries and expenses this year is \$23.8 million, com-

pared to \$27.3 million two years ago, before the reforms began. That's a savings to the Teamster membership of \$3.5 million per year in pay-outs to these top-paid officials.

That bottom line, however, is not the whole story, because our Teamsters union is in the midst of a great transition. For example, some \$2.5 million was paid by the four area conferences to officials on this list. The elected General Executive Board voted in June to end the area conferences. One of the reasons for the action was the wasteful payment of multiple salaries there. This savings of another \$2.5 million will be reflected on next year's reports.

While the International union has carried out a number of reforms, increasingly the focus will shift to the rank and file for further change. Local union elections, and the delegate elections for the 1996 IBT Convention will be a major arena of change in the priorities of the Teamsters union.

Elements of Reform

- IBT president Ron Carey has helped set an example by taking a salary nearly \$100,000 less than he is entitled to. His present salary is \$150,000, while the IBT Constitution provides for \$225,000 plus a full annual cost of living adjustment, with the current figure at about \$245,000. Carey first cut his salary to \$175,000, and later to \$150,000. He has not accepted cost of living adjustments; most members of the General Executive Board also waived theirs this year. This contrasts with old guard officials, such as Mike Riley and Billy

Hogan Jr., who attempt to pyramid salaries to the \$300,000 range. Riley and Hogan were the chairs of the Western and Central Conferences, respectively, until those bodies were abolished.

- The political climate within our union has shifted, making such bloated salaries a liability to anyone who wants to run for office. TDU has consistently exposed high salaries, and campaigned for an end to pyramiding multiple salaries. As a result, top salaries are coming down. For example, just six Teamster officials have total compensation over \$200,000; two years ago, 19 did. Those who see union leadership as a ticket to the upper class instead of a chance to serve our union are finding the heat turned up.
- Rank and file action at the local level is starting to clean out deadwood at the top. The list includes several officers who have been swept aside, and will not be on next year's list. Elections in Gary Indiana Local 142, Reading Pennsylvania Local 429, San Francisco Local 856 and Orlando Florida Local 385, for example, resulted in reform victories that retired old guard officials from the \$100,000 Club.
- Ron Carey has both lowered salaries and cleaned house at the International union, and thus cut a number of people from the list. For example, eight International auditors were on the list two years ago, most of them sons of Teamster officials. Due to salary cuts, no auditors are on this year. The former communications director, research director, and

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TEAMSTER FAT CATS: PUTTING THE MEMBERS LAST

An eight-minute video produced by TDU that explains why the General Executive Board revoked the charters of the four area conferences. Using footage from the April 19 conference rally outside IBT headquarters, the video highlights some of the key players in—and beneficiaries of—the conference structure, and looks at the reasons why eliminating the conferences helps reform our union. Show at your TDU chapter meeting or informal gatherings. \$10. To order send your name and complete mailing address to TDU, Box 10128, Detroit, Mich. 48210.



New Move to Recharge Strike Fund

There is momentum coming from diverse political forces within the Teamsters to provide funding to restart the IBT Defense Fund. The fund was drained empty in April and has stopped paying benefits.

At present there is a move which is supported by a number of heads of joint councils, including some political opponents of Carey, to support a \$2 dues hike dedicated totally to the strike fund. The International union has floated such a proposal to gauge support among a wide spectrum of officials. This particular proposal seems to have the broadest support of the various ones that have come forward.

In the recent past the Carey administration floated ideas to restart the fund, but political divisions between old guard officials and the new International officers make it very difficult.

If broad-based political support is there, the proposal will be put to a

membership vote. Such non-partisan support, and the fact that the proposal is for only a \$2 increase, totally for the strike fund, would make it a lot more attractive and likely to pass than the dues-hike proposal which was heavily defeated in March.

However, on Aug. 19 R.V. Durham issued a statement in opposition to restarting the strike fund with a \$2 assessment. His reasons include charging Carey with overspending; attacking Carey for considering eliminating the Affiliates Pension Plan, which provides a multiple pension to all BAs and local union staff (including Durham); and demanding that a special convention be held. His two page statement barely mentions the issue at hand—the need for a strike fund.

The Aug.-Sept. *Teamster* magazine reported on the issue and called for members to give their views on the strike fund to the International union.

Ohio Strike Fund Deal Failing

An attempt by the Ohio Conference to launch its own little strike fund is apparently failing, with major locals voting it down. The deal is being rejected because it appears to be a dues hike in disguise.

Rather than supporting an effort to rebuild the International strike fund, Ohio officials have tried to set up an independent strike fund for Ohio locals only. The requisite dues increase would be \$1 per month.

Ohio officials would decide when and if strike benefits would be paid, and how much. They would decide when payments would begin. And their rules stipulate that they could collect the extra buck as long as a year before they would begin paying benefits.

Now here's the catch. If the International gains membership approval for a real strike fund, the Ohio plan would go out of existence. And where would the money they had collected in the meantime go? Back to the membership? No! Into the International's strike fund? No!

It would revert to the Ohio locals to

be spent as they please—a dues increase in disguise.

The scheme is having a hard time getting off the ground. The leaderships of Columbus Local 413 and Mansfield Local 40 have rejected the idea. The rank and file of Columbus Local 284 turned it down at a membership meeting, as did the membership of Dayton Local 957, by a wide margin despite the leadership's attempt to slide it through at an 8:30 Sunday morning meeting. Akron Local 24 passed it, however.

But the biggest blow so far came at Toledo Local 20, the largest local in Ohio. Les Singer, president of Local 20 and the Ohio Conference, was confident of passage. But after peppering him with questions the rank and file voted it down 390 to 260.

So far few locals have passed the plan and locals representing approximately 23,000 members have rejected it. Few Teamsters argue with the need for a viable strike fund and most are willing to fund it. But it has to be the real thing, not a political vehicle for the opponents of reform.

Teamsters Union in Transition

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some other IBT staff and organizers were on that fat cat list two years ago. They have been replaced—some went to work for management—by staff who make lower salaries.

- Carey has eliminated most—although not all—multiple salaries from his staff. Two years ago, 30 International reps were receiving multiple salaries. Carey eliminated that practice, putting people to work full-time for the union. Some multiple salaries remain for heads of IBT trade divisions.

- Trusteeships imposed due to corruption charges by Carey, the Ethical Practices Committee or the Independent Review Board have removed a number of fat cats from the list, and more who are on this 1993 list have since been removed.

In fact, 28 people on this list have already been removed from office in 1994 due to losing elections, termination by the IBT, charges against them, trusteeship, or abolishing the conferences. At least five others have retired.

So we can expect more changes in the salary structure reflected next year, based on continued reforms.

Looking Toward 1996

At the same time, the progress in changing our union's priorities away from the lifestyles of top officers, and toward building a strong union of the members, is far from easy.

Some officials who have been removed from locals have been successful in putting in replacements at similar salaries. Officials taken off the IBT payroll have sometimes succeeded in finding other ways to pyramid salaries.

Mike Riley recently lost some \$187,000 per year with the end of the area conferences. Shortly after, he put forward a dues-hike motion in Local 986, which he heads. A good guess about where that money might go will include Riley's already heavy wallet.

Old guard officials are also seeking to roll-back reforms and prevent more of them. This battle will come to a head at the June 1996 IBT Convention.

At the 1991 IBT Convention, Jack Mogelson, a spokesman for the R. V. Durham slate and now a spokesman for "Teamsters First," stated that multiple salaries are "the American way." James (Junior) Hoffa recently told the *Detroit News* that he wants to run for Teamster president, and that his platform will include bringing back multiple salaries.

This is why action from the membership to send a strong message of reform is so crucial. TDU will continue to build that action and that movement. TDU will continue to be the voice of a dynamic new unionism that is of, by, and for the rank and file. If you agree, you should join TDU.

Name	City	Salary	Total Comp	Affiliates	Name	City
Mike Riley ¹	Los Angeles	\$297,766	\$331,863	WCT, JC 42, L 986	Edward Brereton	New Haven
Bill Hogan Jr. ¹	Chicago	239,697	268,000	CCT, JC 25, L 714	Dan Darrow ¹	Akron, O.
Robert T. Simpson Jr. ²	Chicago	230,265	253,799	Intl., JC 25, L 743	Max Sanchez ²	New York
William Joyce ³	Chicago	220,343	223,676	L 710	Jerry Laird	Sacramento
Joe Campbell	Los Angeles	200,537	207,726	L 598	Michael Ward ¹	Seattle
Tom Sever	Jeannette, Pa.	200,000	229,095	Intl.	Joe Galli ¹	St. Louis
Carlo Spranzo ²	Chicago	199,366	199,366	L 726	Kenneth Hester	Chicago
Vincent Trerotola ^{1,4}	New York	189,683	189,780	ECT, JC 16, L 72, L 858	Ruben Corral	Los Angeles
John Coli	Chicago	183,333	184,781	L 727	Angelo Martin	New York
Ben Leal ¹	San Francisco	182,328	195,352	Intl., WCT, JC 7, L 856	Robert P. Corbet	New York
Robert Bernstein	Chicago	179,065	185,793	L 781	Val Fiorillo	Mountain View
John Morris ¹	Philadelphia	178,299	196,681	Intl., ECT, JC 53, L 115	Steve Mack ¹	Oakland, Calif.
R. Jerry Cook ^{1,3}	Atlanta	175,894	175,894	SCT, Ga.-Fla. Conf., L 528	Raul Lopez	Los Angeles
Ray Cash ^{1,3}	Lexington, Ky.	174,117	177,987	CCT, Ky.-W.Va. Conf., JC 94, L 651	A.W. Espudo	Bloomington
Michael Coli	Chicago	173,959	174,503	L 727	Frederick Donahue	Boston
Frank Wsol Sr.	Chicago	173,168	177,393	L 710	Anthony Buonpane	New Haven
Ron Carey	New York	172,917	191,033	Intl.	Gary Dixon ¹	Seattle
Edward Doyle	Elmsford, N.Y.	172,289	202,860	L 456	William Genoese Sr. ²	New York
Joseph Pecora Jr.	Mountainside, N.J.	170,312	177,079	JC 73, L 863	William Arnold	Los Angeles
Jack Cox	Los Angeles	168,960	190,015	L 572	Thomas Rosano	New York
Thomas Moskal ²	Chicago	168,909	168,909	L 726	Louis Didio	New York
Thomas R. O'Donnell	Lake Success, N.Y.	168,677	191,187	Intl., L 817	Jack Slama ¹	Anchorage
Louis Lacroix	Montreal	165,153	168,825	Intl.	Joseph Mangan	New York
Anthony Lock ^{1,3}	Seattle	164,485	198,173	WCT	Walter Shea ¹	Bethesda
James Hogan	Chicago	161,400	183,391	L 714	Jim Roberts ¹	Butte, Mont.
Bernard Doyle	Elmsford, N.Y.	158,171	175,237	L 456	Edward P. Polster	St. Louis
Leo T. Reed	Los Angeles	156,780	177,723	JC 42, L 399	Walter Engelbert	Salem, Ore.
Jack Yager ^{1,2}	Chicago	153,392	170,149	CCT	Adam Heinz ²	Valley Stream
Lon Fields ¹	Louisville, Ky.	147,572	152,493	CCT, Ky.-W.Va. Conf., JC 94, L 89	Robert Logan ¹	Chattanooga
Joseph Padellaro	Andover, Mass.	147,529	157,557	Intl., L 686	Robert Falco	Chicago
Anthony J. Digrazia	Chicago	144,194	157,667	L 781	Thomas J. O'Donnell	Lake Success
Donald Sawochka ^{1,3}	Gary, Ind.	143,043	152,838	CCT, JC 25, L 142	Judith Scott	Washington
Travis Cleo Stone	Dallas	142,900	175,014	Texas Conf., JC 80, L 745	Bruce Presley	Akron, O.
Les Singer ¹	Toledo, Ohio	142,783	160,810	CCT, Ohio Conf., JC 44, L 20	Peter Agliata ²	Chicago
Dennis Silverman ²	New York	142,705	156,437	L 810	Harry Crout ³	Baltimore
Robert Pavolka ¹	Seattle	138,121	154,220	WCT, JC 28, L 599	Joseph P. Santone ^{1,4}	Erie, Pa.
James Ramirez ¹	Chicago	136,931	145,861	CCT, L 710	James Burns ³	Reading
Gildo Valerio ²	Chicago	136,145	138,030	JC 25, L 705	Robert Lennox ¹	Los Angeles
Bernard Adelstein ²	New York	135,496	164,349	JC 16, L 1034, L 813	Vicki Saporta ³	Washington
Robert Barnes	Waukegan, Ill.	135,309	140,848	JC 25, L 301	Ralph Massey ²	Chicago
Joseph Tramontana	Mountainside, N.J.	132,900	139,582	L 863	James Santangelo	El Monte
Robert DeRusha	Boston	132,330	146,328	Intl., JC 10, L 437	Joseph Bennetta	Bridgeport
C. Sam Theodis	Cleveland	129,639	137,571	Intl., L 407	Tom Auld ²	New York
Edward Ostrowski ⁴	New York	129,443	138,443	L 831	Elijah Buffington	Chicago
Frank Carracino ¹	Newark, N.J.	128,999	136,326	ECT, JC 73, L 575	Jerry Broadus	Chicago
Anthony Rumore	Scarsdale, N.Y.	128,817	137,137	JC 16, L 812	Clara Day	Chicago
John Neal ^{1,4}	Indianapolis	128,477	139,869	CCT, Ind. Conf., L 135	Chester Glanton	Chicago
Daniel Mariano Jr.	Mountainside, N.J.	124,800	134,128	L 863	Sam Matyas	Chicago
John Braden	Mountainside, N.J.	124,800	130,387	L 863	Phil Young	Kansas City
Anthony Judge	Chicago	124,405	129,796	JC 25, L 706	Richard A. Smith	Chicago
Harold Yates ¹	Minneapolis	124,382	136,568	CCT, JC 32, L 120	Robert Winstead	Louisville
George Cashman ¹	Boston	124,088	144,989	ECT, L 25	Paul Renaud ¹	St. Louis
Larry Brennan ¹	Detroit	123,979	148,370	CCT, JC 43, L 337	Randy Cammack	Los Angeles
Fred Gegare ¹	Green Bay, Wis.	123,838	136,141	Intl., CCT, JC 39, L 75	Walter Williams	N. Hollywood
Ray Fularczyk ^{1,3}	Chicago	123,724	130,798	CCT	Allen Stanford	Dallas
John Ferrara	Jamaica, N.Y.	123,200	130,756	L 522	Jerry Vercruse	Los Angeles
Tony Cannestro Sr.	Miami	123,200	128,400	Ga.-Fla. Conf., L 769	L. Doug Mims	Atlanta
Victor Olivadoti ³	Utica, N.Y.	123,093	134,612	JC 18, L 182	John Hohmann	New York
Gary Witten ³	Washington, D.C.	122,817	124,052	Intl.	Jerry Vincent	Louisville
Alan Adelstein ²	New York	121,579	142,405	L 1034, L 813	Lawrence McDonald	Washington
Robert Meidel	Chicago	121,510	139,698	JC 25, L 734	Mark Endresen ¹	Seattle
Anthony Razza ²	Valley Stream, N.Y.	121,000	141,769	L 851	Bob Morales	San Francisco
Jon Rabine ¹	Seattle	120,980	128,143	WCT, JC 28, L 763	Kenneth Hollowell ¹	Detroit
David Morris ¹	Minneapolis	120,390	120,954	CCT, JC 32, L 320	Anthony Cousimano	N. Hollywood
James McCall	Washington, D.C.	119,941	122,265	Intl.	C.E. Spoon ¹	San Diego
David Laughton	Manchester, N.H.	119,467	137,403	Intl., Brewery Conf., JC 10, L 633	Robert Gillihan	Kansas City
Chuck Mack ¹	Oakland, Calif.	119,136	144,254	Intl., WCT, JC 7, L 70	Mikele Padovich	N. Hollywood
Richard Bell	Washington, D.C.	117,560	121,527	Intl.	James Witt	Anchorage
Ralph Torrisi ¹	San Jose, Calif.	116,577	135,163	WCT, JC 7, L 296	Sydney Chism ^{1,4}	Memphis
James Gualtiere	Los Angeles	116,123	129,751	L 572	Tom Leedham	Portland
Charles Rogers	Dallas	116,000	143,051	JC 80, L 745	Leroy Salido	Hayward
Charles Gauwitz	Peoria, Ill.	115,780	121,924	JC 65, L 627	Anthony Farino	Valley Stream
Salvatore Tenuta ²	Chicago	115,072	118,145	L 705	Thomas Brown ¹	Bethesda
Patrick Flynn	Chicago	114,955	122,379	L 710	Tom Shay	Eugene
Jimmy Hammack	Fresno, Calif.	114,887	126,649	JC 38, L 431	Gary Sullivan ²	Springfield
Thomas Lauer	Los Angeles	114,731	121,382	L 598	Whitey Bennett ¹	Albany
Edward Mireles	Orange, Calif.	113,256	125,177	L 952	Ernie Tusino	Worcester
Mario Perrucci	Hillside, N.J.	113,150	183,741	Intl., JC 73, L 177	Richard Hammond	Houston
David Sweeney ³	Washington, D.C.	113,069	128,420	Intl.	Jack Powers	Bridgeport
Jimmy Carrington ¹	Memphis, Tenn.	112,168	138,272	SCT, JC 87, L 667	Robert Muehlenkamp	Washington

City	Salary	Total Comp	Affiliates	Name	City	Salary	Total Comp	Affiliates
New Haven, Conn.	\$111,475	\$131,636	JC 64, L 443	Tom Gilmartin	S. Windsor, Conn.	\$90,000	\$102,340	Intl.
Akron, Ohio	111,147	127,102	CCT, Ohio Conf., JC 41, L 348	Perley Rossignol ³	Waterbury, Conn.	89,100	103,128	JC 64, L 677
New York	110,927	119,226	L 810	Joseph Kumstar ³	Gary, Ind.	88,979	101,347	CCT, L 142
Sacramento, Calif.	110,567	118,135	JC 38, L 857	Robert Sanson	Cleveland	88,500	105,615	L 73
Seattle	110,451	136,671	WCT	R. Frazier	N. Hollywood, Calif.	88,451	106,479	L 399
St. Louis	109,089	116,504	CCT, JC 13, L 688	Ron Strzelecki ¹	Milwaukee	88,274	102,686	CCT, JC 39, L 344
Chicago	108,885	118,955	L 743	Angelo DeAngelis	Elmhurst, N.Y.	87,768	107,645	L 875
Los Angeles	108,295	117,310	L 598	Bill Bounds	Danville, Ill.	87,492	111,532	JC 65, L 26
New York	108,200	108,200	L 210	George Valeri	Worcester, Mass.	87,282	105,047	L 170
New York	106,812	117,003	Intl., L 814	Richard Foley	Worcester, Mass.	87,273	102,457	L 170
Mountainside, N.J.	106,400	119,697	L 863	William Miley	Worcester, Mass.	87,267	113,708	L 170
Oakland, Calif.	106,160	119,167	WCT, JC 7, L 78	James Boyajian	Providence, R.I.	87,195	104,331	L 251
Los Angeles	106,118	120,586	L 396	Gerald Blinkhorn	Providence, R.I.	87,155	106,273	L 251
Bloomington, Calif.	105,858	107,000	JC 42, L 166	Marvin Griswold	Los Angeles	86,800	115,896	Intl., JC 42
Boston	105,434	108,008	L 494	Christine Schweitzer	Los Angeles	86,664	109,802	L 896
New Haven, Conn.	105,300	125,863	JC 64, L 443	Joseph Orrie ^{1,3}	Minneapolis	86,188	102,274	CCT, L 120
Seattle	104,954	140,002	Intl., WCT	Steve Green	Houston	85,162	105,059	Texas Conf., L 919
New York	104,544	128,987	L 732	Aaron Belk	Washington, D.C.	85,000	124,821	Intl.
Los Angeles	104,050	113,407	L 396					
New York	104,000	110,708	L 812					
New York	104,000	110,307	L 812					
Anchorage, Alaska	103,846	114,986	WCT, L 959					
New York	102,784	106,547	JC 16, L 807					
Bethesda, Md.	102,564	114,626	ECT					
Butte, Mont.	101,552	124,909	WCT, L 2					
St. Louis	101,260	113,304	L 6					
Salem, Ore.	100,987	110,594	JC 37, L 670					
Valley Stream, N.Y.	100,800	117,251	L 851					
Chattanooga, Tenn.	100,201	109,807	SCT, JC 87, L 515					
Chicago	100,144	114,450	L 710					
Lake Success, N.Y.	100,000	109,206	L 817					
Washington, D.C.	100,000	110,572	Intl.					
Akron, Ohio	99,602	113,568	JC 41, L 497					
Chicago	99,592	100,749	L 738					
Baltimore	99,301	102,447	JC 62, L 355					
Erie, Pa.	98,962	110,876	ECT, JC 40, L 397					
Reading, Pa.	98,960	102,590	JC 53, L 429					
Los Angeles, Calif.	98,628	105,971	WCT, L 495					
Washington, D.C.	98,581	110,499	Intl.					
Chicago	98,400	100,294	L 738					
El Monte, Calif.	98,214	113,318	JC 42, L 848					
Bridgeport, Conn.	97,625	124,828	JC 64, L 191					
New York	97,594	107,687	L 810					
Chicago	97,577	104,762	L 743					
Chicago	97,577	102,530	L 743					
Chicago	97,577	106,866	L 743					
Chicago	97,577	102,927	L 743					
Chicago	97,577	106,892	L 743					
Kansas City, Mo.	97,422	101,018	Mo.-Kans. Conf., JC 56, L 41					
Chicago	97,111	105,172	L 781					
Louisville, Ky.	96,937	101,031	Ky.-W.Va. Conf., JC 94, L 89					
St. Louis	96,700	110,384	CCT, JC 13, L 682					
Los Angeles	95,981	103,875	L 63					
N. Hollywood, Calif.	95,858	111,380	L 399					
Dallas	95,700	122,689	L 745					
Los Angeles	95,297	108,778	JC 42, L 630					
Atlanta	95,200	119,579	Intl., L 728					
New York	95,147	102,610	L 807					
Louisville, Ky.	95,103	108,724	Ky.-W.Va. Conf., JC 94, L 783					
Washington, D.C.	95,000	126,722	Intl.					
Seattle	94,902	109,721	WCT					
San Francisco	94,873	112,365	JC 7, L 350					
Detroit	94,858	106,983	CCT, JC 43, L 247					
N. Hollywood, Calif.	94,748	108,338	L 399					
San Diego	94,623	101,272	Intl., WCT, L 36					
Kansas City, Mo.	93,498	113,074	JC 56, L 541					
N. Hollywood, Calif.	93,059	105,741	L 399					
Anchorage, Alaska	92,210	107,285	L 959					
Memphis	92,683	115,776	SCT, JC 87, L 1196					
Portland, Ore.	91,949	103,351	Intl., JC 37					
Hayward, Calif.	91,816	109,486	JC 7, L 78, L 588					
Valley Stream, N.Y.	91,800	104,992	L 851					
Bethesda, Md.	91,656	108,209	ECT					
Eugene, Ore.	91,395	112,228	Intl.					
Springfield, Ill.	91,260	137,835	JC 65, L 916					
Albany, N.Y.	90,488	105,565	ECT, JC 18, L 294					
Worcester, Mass.	90,470	115,647	JC 10, L 170					
Houston	90,080	168,253	Texas Conf., L 988					
Bridgeport, Conn.	90,039	124,404	JC 64, L 1150					
Washington, D.C.	90,000	112,444	Intl.					

This chart lists Teamster officials and staff who had total compensation of at least \$100,000 and also salaries of at least \$85,000 during 1993.

This information has been compiled and analyzed by the Teamster Rank & File Education and Legal Defense Foundation (TRF) from hundreds of LM-2, LM-3 and IRS Form 990 reports. Total compensation includes salaries, bonuses and expenses from affiliates, but does not reflect other income such as pension funds, free cars, etc.

KEY: Intl. = International Union, ECT = Eastern Conference, CCT = Central Conference, SCT = Southern Conference, WCT = Western Conference, JC = Joint Council, L = Local Union.

FOOTNOTES:

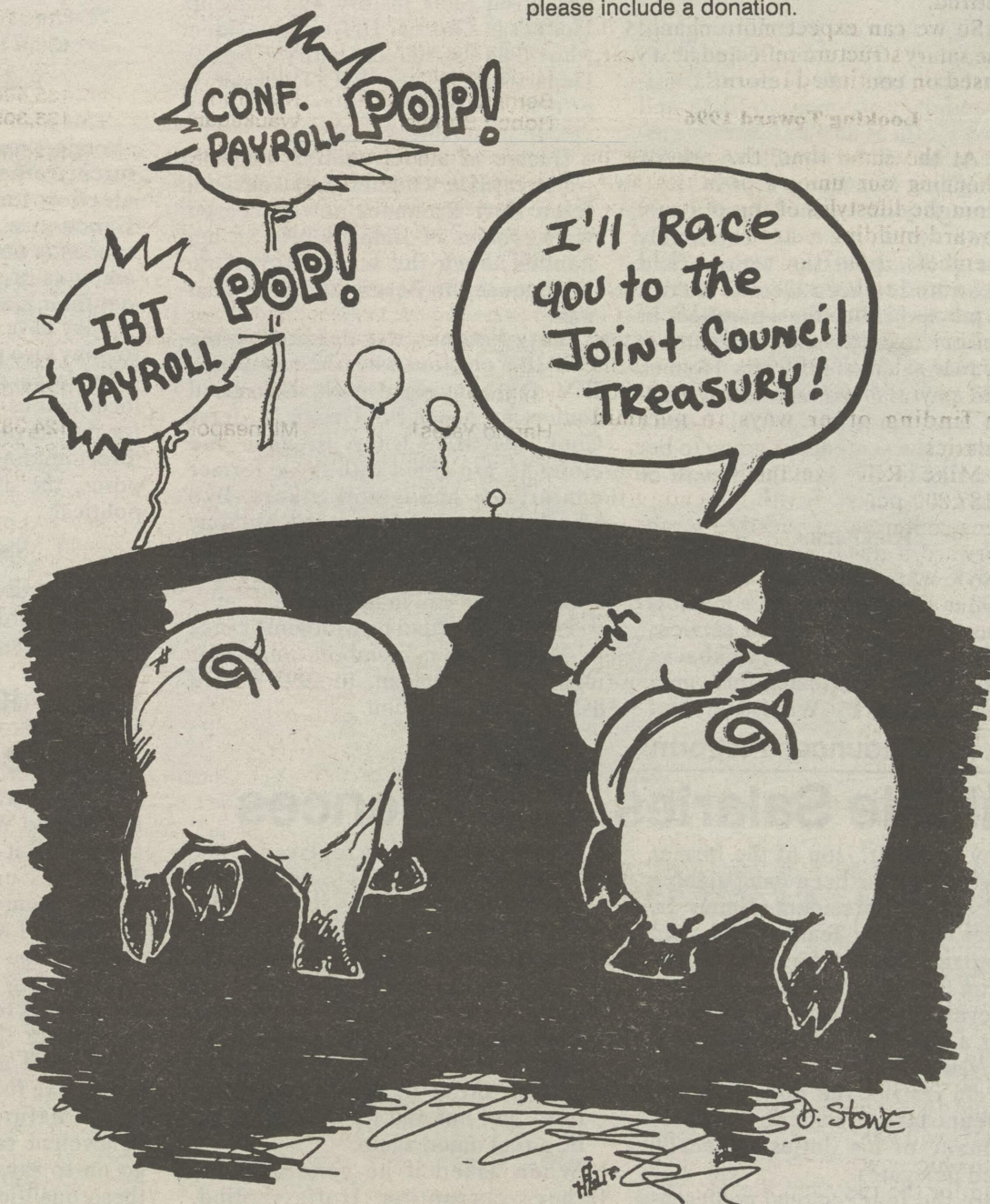
1. Received a salary from one of the Area Conferences; as of June 1994 those bodies have been abolished.

2. Removed or suspended from office due to union charges, action taken by the Independent Review Board or Ethical Practices Committee, or due to local union being placed into trusteeship.

3. Retired, resigned, terminated by the International, or voted out of office.

4. Compensation based in part on 1992 reports. 1993 figures not available.

LM-2 REPORTS AVAILABLE FROM TDU. If you would like to receive the LM-2 report for your local, contact the TDU office. Free to members, others please include a donation.



INSIDE OUR UNION

Secret Memo Reveals

Old Guard Plan to Oust Carey

A 12-page "strategy memo" produced by the PR consultant who now works for the "Real Teamster Caucus" has become public, revealing the secret plans of certain Teamster officials.

The detailed plan was commissioned by top old guard leaders as they planned to set up the Real Teamster Caucus and fund it with dues money. The author of the plan is Paul Shinoff, who was paid \$47,631 in dues money, paid out by the area conferences, for the first seven weeks he worked for them. (That is an annual rate of

\$354,000.)

- The plan argues against cooperation with Teamster president Ron Carey, advocating instead what it calls a "hard" strategy. It calls for "going for Carey's political throat," aiming for "his removal or resignation within six months." Thus the old guard wants to remove the first elected Teamster president from office without bothering with a membership election.
- The plan calls for intimidation to divide the pro-Carey forces. "The threat of raw power and fear may

move some of Carey's weaker GEB allies away from him." And it lays out their plan to use Teamster political clout, not for pro-union legislation, but to hurt Carey. "Many local officials, joint council leaders and the Conferences have close ties to House and some Senate members. We must lobby them hard for hearings" on Ron Carey.

- The plan calls for the old guard to seek out "less experienced reporters" to get their message out in the media, as they recognize that experienced labor writers know better.
- The plan gives TDU the highest form of flattery by calling for imitating TDU's successful strategies in reaching the rank and file. "Carey won using a network of perhaps 10,000 TDU activists, and campaigned directly to the members. He continues to do so. We have to reach out to members using sophisticated communication tools." It also lays out plans to use dirty tricks against TDU, to try to divide our movement or cut off income.

Your Dues Pay For It

This plan was drafted on May 9, and shortly thereafter, the former conference officials who lost the 1991 IBT election formed the Real Teamster Caucus, as the plan calls for. This caucus is now moving to secure large amounts of your dues money to carry out their plans.

They have asked each Joint Council to pony up a per capita amount, or give them large sums, and are hitting up local unions as well. Since it is illegal for unions to provide any direct or indirect funding for internal political purposes, the caucus claims to be non-political.

Second Thoughts

Reportedly, several joint councils in the old guard camp are having second thoughts about the legality of the move

to siphon millions of dues dollars into this caucus, and are not committing funds to it. It remains to be seen where that will lead.

Make Your Voice Heard

If you believe that your dues money, either from your local union or joint council, should *not* go to fund a caucus of millionaires, then you should make your voice heard.

Members in Boston Joint Council 10 did that, with good effect. They heard that the issue would come up for a vote at the next joint council meeting, and they began to organize and leaflet members to spread the word. The joint council narrowly voted to approve the expenditure, but since then the leadership apparently is having some second thoughts.

Ask your local officers if they are planning to use any local union funds, directly or indirectly, for the Real Teamster Caucus. Ask them also about any union funds from the joint council. If your local is financially supporting this caucus, and you are concerned about it, contact the TDU office at (313) 842-2600.

(If you want a copy of the Shinoff Strategy Memo, contact the TDU office. Free to TDU members, others please include donation.)

UPDATE:

As we go to press, we have received a copy of a letter from Dan Darrow, the chairman of the Real Teamster Caucus, which asserts that the strategy memo has absolutely nothing to do with the caucus. Apparently Darrow thinks no one will notice that it was written by the person listed on the *Real Teamster* masthead, who was paid huge sums of dues money while writing it, and that it outlines the formation of the caucus.

Michigan Conference of Teamsters Health & Welfare Fund

Business as Usual in Michigan

The executive director of the Michigan Conference of Teamsters Welfare Fund at press time remained on the job as an "advisor" although he was convicted in federal court of taking nearly a half-million dollars in illegal kickbacks and falsifying financial statements.

Michigan is an old guard stronghold in our union. The Joint Council 43 leadership backs the General President candidacy of Jimmy Hoffa Jr. and employs Hoffa as an administrative assistant so he will be eligible to run for office against Ron Carey in 1996.

Although joint council head Larry Brennan said he was extremely "concerned" about the action, fund trustees voted to keep Gerald Wiedyk on the job and collecting a paycheck in an advisory capacity until his sentencing on Nov. 9. Trustee Bobby Holmes told the *Detroit Free Press* that Wiedyk "could have got a fairer trial. I don't know what the sentence is going to be. We're going to give him the benefit of the doubt."

Kickbacks

Wiedyk was convicted of taking \$459,000 in illegal fees from a medical laboratory that provided lab services for union members. The kickbacks from the lab were funneled through a company owned by Wiedyk's wife.

Hoffa Jr. Announces Platform:

Multiple Salaries, Conferences

Jimmy Hoffa Jr., son of the former IBT president, has been campaigning for IBT general president. Jimmy Jr. has never worked a Teamster job, and his campaign has so far been based largely on his father's name.

However, Hoffa revealed his platform in a July 31 interview with the *Detroit News*:

- Severely restrict the powers of the the Teamsters president, transferring many of his duties to locally elected delegates.
- Restore the four regional conferences.
- Rehire long-time lobbyists and union

(Sounds like Jimmy Hoffa Sr.'s illegal kickback deals in the 60s!) He was also convicted of falsifying the fund's financial statement, which covered up his kickback scheme.

The way the Michigan joint council leadership is handling this deal is typical, given their history and makeup. Holmes is a former IBT vice president who made a settlement with the Justice Department in the RICO lawsuit to protect his million dollar retirement. He left union office in 1989 yet remains a trustee of a \$100 million Teamster welfare fund. Holmes and convicted felon Bert Brennan, now deceased, were cronies of Jimmy Hoffa Sr. and handed down the leadership of the joint council to Bert's son Larry Brennan.

Larry Brennan was defeated in the 1991 IBT election when he ran on the R.V. Durham slate with dethroned conference heads Bill Hogan Jr., Jerry Cook and Mike Riley. Brennan and Hoffa Jr. are allied with those former conference heads and others, like Chuck Mack, T.C. Stone and Anthony Rumore, who continue to fight the reform leadership of Ron Carey and falsely smear him in the media.

The welfare fund provides insurance to 18,000 union members and their families in Michigan. In 1992 it held assets of \$98.2 million.

lawyers whom Carey replaced.

- Permit union officials to draw multiple salaries as long as the total did not exceed the \$150,000 that the president is paid.
- Create more stringent safeguards against organized crime.
- Insist that the federal government, now overseeing the union as part of a court order to eliminate corruption, "get out and let the Teamsters be a real union again."

When asked if he condoned his father's corruption, Hoffa replied, "Corruption, what do you mean by corruption?"

Virginia JC 83 H&W and Pension Fund

Trustees Oppose Clerical Organizing

Clerical workers at Virginia JC 83 Health and Welfare and Pension Fund are finding it a little difficult to join the Teamsters union. The opposition is coming from the fund's board of trustees, half of which are union trustees.

The union trustees composed a letter opposing the move by the 20 clerical workers to become organized. In it they claim that the clerical workers don't need union representation because "the fund's trustees are, by their very nature, experienced and benevolent toward employees." They go on to say, "It certainly seems that these qualified trustees are in a position to look out for the employees' interest without requiring the employees

to pay union dues."

Jim Guynn, president of JC 83 and a trustee of the fund, is quoted in the *Times-Dispatch* as saying, "As a trustee, I know what these people get paid, and as a union official I couldn't possibly negotiate a better contract. Bringing a union in means starting from scratch in setting wages and working conditions. We have people there who may find there will be adjustments in a direction they might not appreciate."

David Whitley, Secretary-Treasurer of JC 83, wrote the employees a letter denouncing Guynn's anti-union stand. And Williamsburg, Va., Local 95 has called for Guynn's resignation over the issue.

PENSION, LOCAL UNION NEWS

Central States Pension Rule

Pressure Grows for Change

Rank and file pressure is growing on the trustees of the Central States Pension Fund to change the unfair rule they recently imposed on freight, UPS, carhaul, and some other Teamsters. However, the trustees have not responded with positive action at this time.

Petition Drive

Members are getting involved all over the Midwest and South. A petition drive, coordinated by the Members Pension Fund Committee and TDU, is gaining steam and building up pressure for change. Thousands of Teamsters have already signed petitions, and the drive will continue into September.

"Buying" Time

The disputed rule affects the new, best benefits available. It disqualifies

past credits earned by "buying" time. In the past, Central States Teamsters could buy credits to fill in gaps if they suffered a long-term illness or layoff.

Members who have already bought time for past gaps have been told that that time will not count for the new, top benefits; it will only count to receive the old benefit schedule. Members are even being told they cannot get their money back, to un-buy the time.

So, for the best benefits available, the trustees have chosen to make the rules more restrictive. TDU is fighting

to keep the better, more equitable rules that the CSPF previously had.

Members are calling upon the four union trustees, all of whom are retired or retiring on multiple pensions, to take action to change the rule. Members are also asking Teamster President Ron Carey to join them in putting any pressure possible on the trustees to do the right thing.

Affected members are invited to contact the TDU office. All Teamsters in Central States are invited to join the campaign for pension equity.

'It's Time for a Change'

The Metro Philadelphia Pension Improvement Committee has been fighting for a fair and just pension for the rank and file since 1986. It's now 1994 and our struggle goes on.

The UPS negotiating team secured enough monies in our contract for a decent 25-and-out pension, but here it is a year later and the results are still the same. The plan takes our money and gives us nothing. Sound familiar?

The administrator of the plan hasn't answered any of our letters of inquiry.

The plan doesn't offer enough information for the average member to know just what he and his family have

in benefits. We know more about other plans than our own.

The pensions we receive after 30 years of contributions are far below other surrounding area pensions, such as Baltimore, Chicago and New York.

Metro Philadelphia Teamsters say it's time for a change in the way the pension system is set up. We are asking for help from President Ron Carey and anyone else to get a decent pension for the rank and file dues-paying member.

Metro Philadelphia Pension Improvement Committee

P.O. Box 141

Lawnside, N.J. 08045

Alaskan Teamsters Pension Fund Settles Lawsuit

Members' Action Wins Benefits

A class action lawsuit has been settled affecting current and past Teamsters who worked during the 1970s and mid-1980s on the Alaska Pipeline project. The members involved will receive up to \$13 million in benefit payments.

Three former participants in the plan filed the suit in 1990 in an attempt to obtain benefits for workers in two separate class categories: those with less than 10 years of service who were laid off and suspended from the plan during 1976-1980 or 1983-1987 period, and those who reached retirement age (50 or in some cases 45), prior to 1990. Nearly 11,000 workers are affected.

Settlement terms provide for individual class members to receive between \$100 and \$20,000 depending on when and how long they worked. The lawsuit dates back to the days during the construction of the Alaskan pipeline, when Alaska enjoyed an economic boom in the '70s that drew

thousands of workers.

Employers contributed up to \$4 an hour to pension plans on behalf of Teamster Local 959 members, most of whom required 10 years of service to become vested.

Employment began dropping and massive layoffs followed. Workers laid off had not reached the ten-year vesting requirement, so benefits contributed on their behalf were forfeited.

The Alaska Teamster plan included a provision that entitled workers to become vested if a greater than 20 percent reduction in plan participation occurred, setting the basis for the lawsuit. The suit charged that workers who reached normal retirement age before being laid off are entitled to benefits even if they have not completed 10 years of vesting service.

Any affected Teamster must file a claim by Nov. 18, 1994 and can contact the settlement administrators at 1-800-447-7647.

Southern California Local 986

Riley Seeks Dues Increase

Earlier this year when Ron Carey asked the membership for a dues increase, Mike Riley, 1993's highest paid Teamster, led the opposition to it. Now he is asking the membership of 17,000-member Southern California Local 986 for an increase of one-quarter hour per month to the local union.

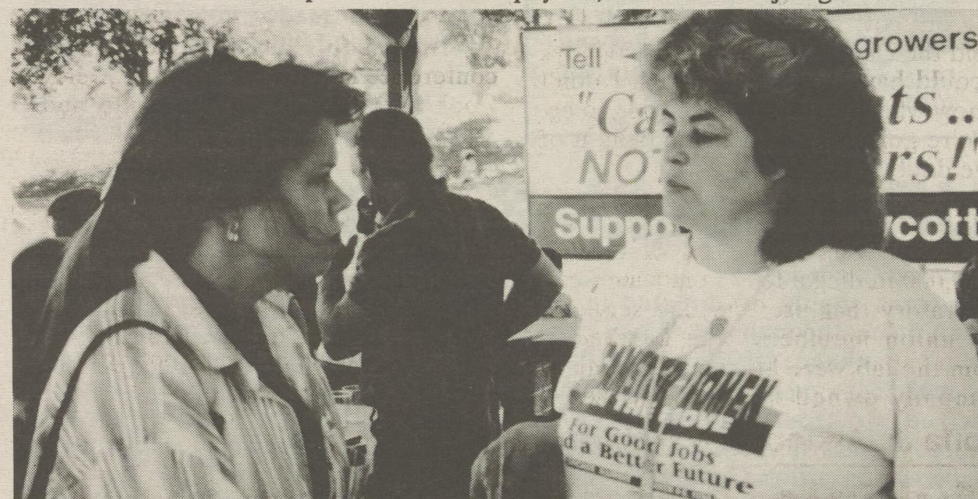
Why the change of heart? Well, this time instead of the money going into the strike fund and a strong International union it will all go to Local 986, under Riley's control.

Mike just lost \$187,000-a-year salary when the Western Conference was abolished. To his millionaire way of thinking, he needs to replace that salary from another source. Joint Council 42, which he also controls, is a questionable source of personal revenue because over 30,000 Southern California Teamsters are poised to bolt

JC 42 and form their own joint council, thereby diminishing his dues base.

Riley says the reason for this dues increase is the IBT constitutional provision that requires a temporary \$1 per capita tax increase from the locals to the International when assets slip below \$20 million until those assets again top the \$25 million mark. But simultaneous with this \$1 loss to the local came the abolition of the Western Conference, which saves all Western Conference locals \$1 a month.

Since Riley employs two statisticians at \$77,000 apiece at JC 42, we find it difficult to believe that he cannot figure out that if you gain \$1 and lose \$1 you come out even. No shimmer of recognition of this mathematical reality has yet surfaced among Mike and his friends on the Local 986 payroll, and the sales job goes on.



Kimberly Shanahan and Diana Kilmury enjoy one-on-one talk at Stockton, Calif., picnic on Aug. 7.

VP Kilmury Tours NorCal

Teamster International Vice President and TDU leader Diana Kilmury met with hundreds of rank and file Teamsters and officers during a four-day August visit that spanned Bakersfield, Calif., to the San Francisco Bay area. Highlights of the trip included visits to Watsonville canneries and a large Fairfield, Calif., brewery with 425 Teamsters.

Stockton, Calif., TDU hosted a picnic that attracted over 80 adults and

many children. The enthusiastic crowd heard Kilmury speak as a participant in "Cleaning Up the Teamsters."

For nearly five hours members had the opportunity to speak one-on-one with Kilmury and International Vice President John Riojas, a surprise guest. Other speakers included Lucio Reyes, principal officer of Stockton Local 601, Cindy Zavala, Diamond Walnut strike leader and Bill Slater of TDU.

TDU COOKBOOK

The TDU Spouses Network has put together this cookbook with recipes from TDU activists and staff. Order yours today! Just \$7.99 per copy, and they make great holiday gifts. Send your order, along with complete name and address, to:

Frieda Burgan, 9043 N. 36th Dr., Phoenix, Az. 85051.



NEWS YOU CAN USE

10 Points on Writing a Grievance

1. Limit details to basic information. Provide only enough information to clearly identify the grievance so that management understands what the basic problem is, what violations have occurred, and how the problem should be fixed (remedy).

2. Omit union's argument, evidence and justification for position. This information could be used by manage-

ment to prepare a better case against the union. If possible, use this information at the grievance hearing instead, or write it down on a separate sheet and give the steward and/or the BA a copy.

Example:

Incorrect—*The grievant, Susan Brown, who has six years seniority in her job classification, was abused and discriminated against by management by laying her off when three other people in the same classification, with less seniority, were kept on.*

Correct—*Management unjustly laid off Susan Brown on Aug. 21, 1994.*

3. Don't limit contract violations. In stating why there is a grievance, use the phrase "violates the contract" and the words "including Article ..." when citing specific articles or sections in the contract. You can add additional violations of the agreement if they are found later.

Example:

Incorrect—*Management's action violates Article VII, sections 4 and 5 of the contract.*

Correct—*Management's action is in violation of the contract, including Article VII, sections 4 and 5.*

4. Avoid personal remarks. The grievance states the unions position, not yours or the grievant's. Don't use statements like "I think ..." and don't give opinions about management officials in the grievance.

5. Don't limit the remedy. If you limit the remedy, you don't allow the union room to bargain on the grievance and you might limit the union to something less than full compensation for the grievant by leaving something out. Use the phrase "made whole in every way" and the word "including" when referring to specific remedies.

The phrase "made whole in every way" means that the grievant should

receive any and all losses due to management's action. This could include wages, seniority, job rights, etc.—whatever is due the grievant according to the contract. It is up to the grievant or the steward to bring up these other remedies at or before the hearing.

Example:

Incorrect—*The union requests that the grievant be recalled to her job classification with full back pay for all wages and benefits lost.*

Correct—*The union requests that the grievant be made whole in every way, including recall to her job classification and full back pay for all wages and*

benefits lost.

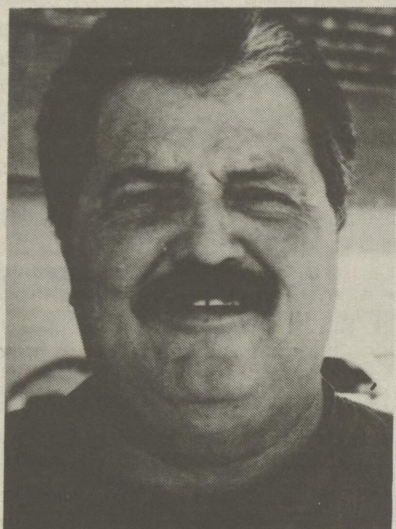
6. Consult with the grievant. Go over the written grievance. Explain the requested remedy and get the grievant's full understanding and agreement.

7. Make sure the grievance is signed by the grievant.

8. Solidarity. Explain the grievance to other members and get them to understand and support your efforts.

9. Keep the grievant informed. Update him or her at each step of the grievance procedure.

10. Prepare each grievance thoroughly, as if it were going to the National Committee or to arbitration.



I'll Be There

Bob Blanchet
Local 287, Airborne Express
San Jose, Calif.

In order to teach, we must educate ourselves. I feel this convention is by far the best way to learn and understand current Teamster issues. My Local 287 offers nothing of educational value for the rank and file. I look forward to this convention as an opportunity to make myself a better teacher and rank and file activist within my local and at my workplace.

UPS Health & Safety

continued from page 3

Concerns should be directed to the committee through the Parcel and Small Package Office, and file a grievance as appropriate. The committee needs to be made aware every time there is a hazardous material incident. Let your steward and local know of any incidents and ask that the information be sent on to the committee. UPS is currently working under a settlement agreement worked out between UPS and OSHA for the handling of hazardous materials. The committee is charged with monitoring UPS's compliance.

For a detailed look at the corporate-wide settlement signed by UPS and OSHA, contact your local or the IBT Safety and Health Department.

All of these committees were created to help you, your steward and your local do more in the areas of safety, health and equipment. There are many important reasons for the existence of these committees. Two top

ones are to empower the rank and file and back them up in the fight for safety, health and proper equipment, and to collect evidence that will be very valuable at the next negotiations. By sending your concerns to the appropriate committee, they will be documented so that they may become the basis for backing up strong proposals at the next contract negotiations.

Note: You may reach the IBT Parcel and Small Package Division at 25 Louisiana Ave., N.W., Washington, D.C. 20001.

ATTEND EDUCATIONAL WORKSHOPS AT TDU CONVENTION

Want to learn more about your rights on the job and in the union? The TDU Rank & File Convention offers some 20 educational workshops. See back page to register.

What Constitutes a Grievance?

The grievance procedure is a system spelled out in your contract. Certain grounds exist under which you may file a grievance. It is important to distinguish between a complaint and a grievance; between what is fair and what is protected by contract or other law. Complaints not addressed by the grievance procedure can only be dealt with in contract negotiations.

A grievance is a violation of the contract, or other unjust situation which management has the power to correct. First, and strongest, look for a contract violation. If the contract is silent or ambiguous, there may be other bases for legitimate grievances also.

Violations of the contract. Many grievances involve clear-cut contract violations. Others may be borderline cases where two or more clauses seem to be in conflict. In general, clear-cut violations are the easiest grievances to win.

After the facts are all in, look for a contract violation or any reference in the contract to the problem at hand.

Some typical contract violations involve:

- seniority, promotion, layoff and recall
- overtime provisions
- vacation and holiday pay
- wages
- working conditions and assignments
- disciplinary action
- emergency provisions (snow, acts of God, etc.)

Violations of past practice. Arbitrators will often consider longstanding practices, accepted by union and management, as having a bearing on the rights of both parties. If, for instance, a company has allowed 15 minutes wash-up time for years and a new foreman fires a worker for leaving his station 15 minutes before quitting time, the union usually has a strong case.

The national Teamster contracts explicitly recognize past practice (maintenance of standards). Even if your contract does not, it can still be used to

help your case if the contract is silent or ambiguous.

Violations of municipal, state or federal law. Regardless of contract provisions or past practices, companies cannot violate the law. A steward may find grievances which involve violations of the Fair Labor Standards Act (minimum wage provisions, child labor, etc.); the Occupational Safety and Health Act (OSHA); or equal employment legislation. Knowledge that a violation of law exists can be an important lever in settling grievances.

Discrimination and violation of a worker's rights. Discrimination occurs when two people are treated differently under the same conditions, in such a way as to harm or treat unequally one of the two.

While the word discrimination leads many people to think immediately of race or sex, there are many other bases on which individuals may be discriminated against. Age, personality, looks, previous experiences or union activity are just some of them.

Discrimination is harmful because it violates the rights of the individual, but it is doubly harmful because it weakens the union. It can destroy solidarity that the union needs to deal effectively with management. A union that is divided by discrimination and internal squabbles is likely to be in for real trouble.

One of the many difficulties with grievances based on discrimination is that they're often hard to prove. The word should not be used lightly as an excuse or as a substitute for stronger grounds. Nor, on the other hand, should complaints involving discrimination be lightly dismissed.

Violation of company rules. In a few cases it can be proven that a company is violating its own regulations to the harm of one or more workers. A drunk foreman (violating the nonintoxicants rule) may be causing problems. A personnel regulation may be overlooked in hiring or firing, thus providing the grounds for a grievance.

LETTERS FROM OUR MEMBERS

Plan Now for Delegate Elections

The executive board of New Haven, Conn. Local 443 campaigned and voted for R.V. Durham in the 1991 International election. There is nothing wrong with this, except they have continued to support Durham and other old guard obstructionists after Ron Carey won the election. They did nothing to assist in the corporate campaign against Ryder during the carhaul contract negotiations. They took no action to assist the Diamond Walnut strike, and joined the old guard efforts to undermine the February UPS strike. They did not get information out to members during the freight strike.

A majority of members in Local 443 voted for Carey, but this does not stop our officials from badmouthing Carey and his leadership. Our local officers fought the dues increase to fund the strike fund and the International, but favor built-in increases that allow them to pay the highest salaries of any local in Connecticut.

During the freight strike in April, members of our executive board attended a rally at union headquarters in Washington, D.C., to drum up opposition to revoking the charters of the area conferences. It is estimated that \$1 million of our dues was spent on this 45-minute staged event.

Now that the General Executive Board has revoked the conference charters and the Independent Review Board has issued an 85-page report that found no truth to old guard charges against Carey, it's time for the

membership to see that reform of our union goes forward. The members of Local 443, and all locals suffering the same lack of leadership, should start planning to use their right to vote to elect leadership that will support Carey and the reform of our union.

While it is very important to elect reform leadership in the locals, it is even more important to elect delegates to the 1996 IBT Convention who will represent the interests of the members. If the old guard represent us at this convention we will most likely lose our right to vote for our International officers and delegates, thus ending the reform of our union.

Clarence Marston
Local 443, Hospital of St. Raphael
New Haven, Conn.

Time for Dinosaurs to Move On

When I walked into the lobby of Los Angeles Local 986 recently, I noticed that the right side of the lobby is dedicated to Western Conference Secretary-Treasurer Mike Riley's anti-Carey propaganda. I shook my head from side to side, saying to myself, "Gee, I sure don't remember voting for Mike Riley for president." But I sure do remember going downtown to his office numerous times in the last couple of years to complain about lack of union support and representation in behalf of our shop's union members. He always assured me that things would change and he would resolve our complaints. To date our complaints

remain the same.

Recently our local's monthly newsletter was dedicated to "Mike Riley Wins Hispanic Man of the Year Award. Well, this is one Mexican-American Teamster shop steward who thinks he sucks eggs.

Because of the lack of support and representation from our local, two fellow shop stewards have resigned. I, however, remain strong, with the support of our hard working membership, in hopes that these Western Conference dinosaurs move on to their lives' ambitions and we someday get the support and representation we deserve.

Manny Leyva
Local 986, AEI
Los Angeles

Make Trustees Work for Us

I just read that some UPS Teamsters have received increases in pension benefits. Independent locals such as Chicago Local 710 and New York Local 804 received substantial increases, such as \$3,000 for 30 years.

The Central States Pension Fund has over \$11 billion in assets. But the union trustees don't care whether we get a raise or not. Trustee Ray Cash retired as the head of Local 651 in 1993 and receives a pension of over \$100,000. Why is this man still on our pension board?

I urge all UPS Teamsters covered by the Central States fund to write to the pension union trustees. UPS was ruled to have the worst stress level in the country, and we deserve \$2,500 after 30 years. Our trustees are supposed to work for us, not the other way around.

Freddie Bruce Hodge
Local 651
Lexington, Ky.

Make Sure You're Ready to Strike

I am a long-time member of the IBT and have participated in four strikes. It has become very clear to me that successful strike action for any union depends upon the financial security of each individual member.

Do you have too much month left at the end of your money? Do you fly now and pay later? Do you play musical chairs with credit cards, making minimum payments with high interest rates?

If the answer to any of these questions is yes, then you need to think about your financial health. If you are in debt, get out of debt. If you are out of debt, stay out of debt! The best way to take care of money problems is to pay yourself first. Take 10 percent of your paycheck each week and place it in a savings account.

So, you ask, why am I prying into your business? If you are living from paycheck to paycheck, it is very difficult to stand up for your rights. A member with a hungry family is a

liability on the picket line.

Let's assume for a moment that every IBT member has three month's living expenses in the bank. If your union rep knows that the members are in good shape, he or she has real power to get a good contract, knowing that you won't have to cross a picket line due to financial hardship.

If you have three month's living expenses in the bank, congratulations. Become a teacher and show your brothers and sisters how you did it, so they too may become strong.

Harold Martin
Local 70
Oakland, Calif.

ATTN: TDU Members!

If you are a current TDU member, you should receive *Convoy Dispatch* in the mail. *Convoy* is published nine times a year. If you are a current member and are not receiving the paper or only get it occasionally, please contact the national office at (313) 842-2600. Bundle distributors do not receive a separate copy from their bundle.



A safety poster fell on him.

Two New TDU T-SHIRTS!

TDU is proud to introduce two new T-shirt styles. The "Fat Cat" shirt has the cat on the front and the mouse on the back, and is athletic grey with black print.



So many of us ... and so few of them!

The second shirt is black with a front pocket featuring the TDU logo.

Both shirts are 100% cotton, union made and union printed. \$10 each, either style.

___pocket shirt(s) ___L ___XL ___XXL

___Fat Cat shirt(s) ___L ___XL ___XXL

\$___amount enclosed

Return to:

TDU, Box 10128, Detroit, Mich. 48210

Name _____ Local _____

Address _____

City _____ State _____ Zip _____



Beat the Fat Cats
Join TDU!

TDU Meets

ARIZONA

Saturday, Sept. 17—3 p.m.
9043 N. 36 Dr., Phoenix

CLEVELAND

Sunday, Oct. 2—3 p.m.
VFW Hall
2133 W. 131 St.

EAST BAY, CALIF.

Saturday, Sept. 10—10 a.m.
Call (510) 653-3865 for information.

GATEWAY AREA CHAPTER

Saturday, Sept. 24
Banquet style dinner and chapter fundraiser
Romine's Restaurant, St. Louis
Call (618) 656-7428 for information.

NEW YORK/NEW JERSEY

Call the chapter office at (718) 624-7746 for information on meetings.

SOUTHERN CALIFORNIA

Special guest speaker:
International VP Ken Mee
Sunday, Oct. 2—10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.

TIDEWATER CHAPTER

Saturday, Aug. 27—8:30 a.m.
Nick's Steakhouse
1125 S. Military Hwy.
Chesapeake, Va.

TDU RANK & FILE CONVENTION

Oct. 28-30

**Pheasant Run
Resort & Convention Center
St. Charles, Ill.**

**Register now for the most important
Teamster event of the year!**

We'll See You at the Convention!



Doug and Joyce Mims
International Vice President
Atlanta

This year's TDU Convention comes at a critical time of change in our union. The historic reform that has already taken place in the Teamsters union is in jeopardy if rank and file participation fails to grow. It is the truck drivers, warehouse workers, and the average working Teamster member who are responsible for putting this union on the right track. It will take those

same Teamsters to finish the job and truly make our union one that recognizes the voice of the rank and file and responds to their needs. Come to where it all started—the TDU Convention. Let's finish the job!

United Airlines Discount

United Airlines is the official airline of the TDU Convention. If you fly United you can receive a 5% discount off lowest applicable discount fares, or a 10% discount off fares purchased seven days in advance. To get these discounts, you or your travel agent must make reservations by calling 1-800-521-4041 between 7 a.m. and 10 p.m. Eastern time. You must mention TDU meeting code 576YV to receive discounts.

Register Early, Win a T-Shirt!

The first 100 paid registrants will receive a TDU T-shirt of their choice at the convention. These shirts are going fast, so don't delay!

Convention Info

TIME: The convention will begin at 1 p.m. on Friday, Oct. 28 and adjourn at 3:30 p.m. on Sunday, Oct. 30.

PLACE: Pheasant Run Resort and Convention Center, 4051 E. Main St. (Rte. 64), St. Charles, Ill.

REGISTRATION & HOUSING: Use form at right to reserve through TDU.

CHILDCARE: Provided free of charge from hotel on Friday from 6 p.m. to 12 a.m. and Saturday from 9 a.m. to 12 a.m. for children ages three to 12. Additional childcare will be arranged if needed, but you must contact the TDU office no later than Oct. 3.

TRANSPORTATION: Available from hotel Transportation Department. Cost is \$20 per person each way. You must reserve in advance. Contact the hotel at (708) 584-6300 ext. 7699 at least three days prior to your arrival. Pheasant Run is 40 minutes from O'Hare, 55 minutes from Midway Airport.

IF DRIVING:

From the North: Take I-94 South to I-294 South to 90 West to 59 South to 64 West (North Ave.). See below.

From the South: Take I-55 North to Rte. 53/355 North to Rte. 64 West (North Ave.). See below.

From the East: Take I-290 West to 88 West to 59 North to 64 West (North Ave.). See below.

From the Southeast: Take I-294 West to Rte. 64 West (North Ave.) See below.

From the Southwest: Take I-88 (East-West Tollway) East to Rte. 59 North to Rte. 64 West (North Ave.) see below.

From the Northwest: Take the Northwest Tollway (I-90) to Rte. 59 South to Rte. 64 West (North Ave.) See below.

From all directions: Travelling west on Rte. 64 (North Ave.), Pheasant Run is two miles past the Rte. 59 junction on the left.

TDU Rank & File Convention, Oct. 28-30

REGISTER NOW!

Postmark your registration no later than Oct. 7 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$70 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$150 x _____ = _____

Sat. & Sun. \$105 x _____ = _____

Sat. only \$75 x _____ = _____

Total Registration Cost = _____

___ Single room

___ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$70 = **Housing Cost =** _____

☐ \$35—one year membership.

☐ \$85—three year membership

☐ \$20—spouses, retirees and Teamsters
grossing less than \$17,000 per year

Membership cost = _____

TOTAL COSTS = _____

___ \$10 if postmarked by Oct. 7 (\$5 if one day)

___ \$10 travel over 500 miles one way

___ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210